

PERS 79-1392

ADMINISTRATIVE - INTERNAL USE ONLY

22 January 1979

MEMORANDUM FOR: Chief, Benefits and Services Division
Office of Personnel

FROM : [REDACTED] Ph.D.
Senior Consulting Psychologist
Psychological Services Staff
Office of Medical Services

SUBJECT : Analysis of Findings of the Day-Care
Center Survey (AIUO)

A. BACKGROUND

1. During April, 1978, following the initiative of Mr. John F. Blake (DDA), Mr. [REDACTED] (C/BSD/OP) called together Mr. [REDACTED] (PS/OP) and [REDACTED] (SCP/PSS/OMS) to discuss details of a planned Survey aimed at identifying the extent of employee support for establishment of an Agency Day-Care Center. In the months that followed, contact was made with outside resources with experience in establishing a Day-Care Center in other Federal Agencies. In addition to information derived through these personal contacts, the variety of Survey Forms used in other Federal Agencies to determine need for and support of such Centers were secured and studied. A Survey Form, suitable for use with Agency employees was developed. Mr. [REDACTED] using the facilities of the OP Plans Staff, selected a random sample of 800 Agency employees. Agency Survey Forms were distributed to these 800 employees. Attached to each Survey was a "Background Information" statement, explaining the origin and purposes of the Survey. No signature or other form of personal identification was requested on the Survey Form. All Forms were to be returned to C/BSD/OP no later than 20 October 1978. (For copies of the "Background Information" statement and the actual Survey Form, cf. Appendix A.)

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Translation of the Survey data into machine-readable format was accomplished through the facilities of the OP Plans Staff. Software development necessary for data analysis was accomplished by [redacted] (Chief/Research Branch/PSS/OMS) and [redacted] (RB/PSS/OMS). (AIUO)

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B. FINDINGS

NOTE: The actual percentage of employees selecting given responses for each Survey Item have been entered in the appropriate blanks on Appendix A. Since not every employee responded to every Item, the total number of employees upon which the percentages are computed will vary. The total number of employees responding to each Item is given as "N" in parentheses after each Item e.g., in regard to Item #1, (N=677).

1. CHARACTERISTICS OF SURVEY SAMPLE

Of the 800 Survey Forms distributed, 677 Forms were analyzed for a percentage return of 84.6%. This rate of return is within expected limits for Agency Surveys and, in terms of standards for Surveys, underscores the high degree of reliability of the findings. In an effort to evaluate the extent to which the Survey Sample is representative of the larger Agency population, the descriptive statistics for Age (Item #1) and Work Location (Item #2) in the Survey Sample were compared with those for the Headquarters Area work-force. (Unfortunately, Marital Status data were not available for the Headquarters Area work-force.) Comparisons of the Survey Sample with the Headquarters Population are as follows:

Day-Care Center Survey Sample

Headquarters Work-* Area Population

AGE: 25 or below 10%
26 - 34 29%
35 - 44 29%
45 or above 32%



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(*Headquarters Work-Area Population minus the Day-Care Center Survey Sample.)

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Day-Care Center
Survey Sample

Headquarters Work-*
Area Population

WORK LOCATION:

Headquarters
Roslyn
Other

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Mathematical analysis of the minor differences between Sample and Population indicates the Survey Sample is indeed representative of the Headquarters Work-Area Population. Findings within the Sample may legitimately be applied to the Population. (AIUO)

2. COMMENTARY ON SURVEY FINDINGS

(NOTE: Rather than a slavish recital of comments on Survey Items sequenced according to their order of appearance in the Survey Form, Commentary on response patterns will proceed in a fashion intended to build a logically coherent impression of support available among employees for an Agency Day-Care Center.)

IDENTIFICATION OF SUBGROUPS

Among the 677 respondents to the Survey there exist several important subgroups. Of first importance are those respondents who are parents of children (resident in their home) who are within the pre-school age ranges. Next in importance are those respondents who, though they presently have no children resident in their homes, nonetheless indicate (Item #5) that they expect to need the services of a day-care center within the next 5 years. The descriptive statistics for both these groups are presented in Table 1 following.

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TABLE 1 DATA REGARDING FAMILY SIZE AND CHILDREN'S AGES

<u>NUMBER OF PARENTS</u>	<u>NUMBER OF CHILDREN IN FAMILY</u>	<u>AGE DISTRIBUTIONS</u>			<u>TOTAL CHILDREN</u>
		<u>UNDER 3 YEARS</u>	<u>3 to 5 YEARS</u>	<u>6 to 13 YEARS</u>	
1	5	0	0	5	5
6	4	5	3	16	24
30	3	15	11	64	90
91	2	18	29	135	182
114	1	35	19	60	114
54*	0	0	0	0	0
TOTALS 296		73**	62**	280	415

(*Respondents with no children in the home who indicate expected need for day-care center services in the next 5 years...Item #5.)

(**A total of 135 pre-school children and a total of 114 parents.)

NOTE: Number of respondents with dependent children in the home, all of whom are 14 years of age or older estimated as 65.

The respective ages of the several groups suggests something further by way of their description. Median age for respondents with only overage (6 years to 13 years) children is 41.36 years; for respondents with only pre-school age children, median age is 31.71 years and; median age for respondents with no children in the home but who expect to need a day-care center in the next five years is 29.21 years. It would appear that the last-named group represents young, recently-married employees who are in the initial stages of family planning.

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ANTICIPATED SUPPORT FROM SUBGROUPS

Item #3 requests the respondent's perspective on the necessity for a day-care center whereas Item 4 specifically solicits willingness to spend time and effort in developing and maintaining such a center. The relationship between endorsement of a center and willingness to put forth effort in its behalf is presented below in Table 2a & b with data presented according to subgroups.

TABLE 2a DATA REGARDING ENDORSEMENT OF CENTER

<u>SUBGROUP</u>	<u>POSITIVE ENDORSEMENT</u>	<u>NEGATIVE ENDORSEMENT</u>
No Children (Anticipated need)	81%	19%
Pre-School Age Children Only	55%	45%
Overage Children Only	37%	63%
Remainder of Sample	41%	59%

TABLE 2b DATA REGARDING WILLINGNESS TO PUT FORTH
EFFORT TO SUPPORT CENTER

<u>SUBGROUP</u>	<u>WILLING TO SUPPORT</u>	<u>NOT WILLING TO SUPPORT</u>
No Children (Anticipated Need)	21%	79%
Pre-School Age Children Only	19%	81%
Overage Children Only	8%	92%
Remainder of Sample	7%	93%

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SUBJECT: Analysis of Findings of the Day-Care Center Survey (AIUO)

The overall percentage endorsement of the concept of an Agency Day-Care Center can hardly be taken as reflecting a strong felt need for such services. In fact, the "YES/NO" breakdown is only somewhat different from the pattern expected had responses been based upon the flip of a coin. Clearly, those who anticipate a need for day-care services in the next 5 years overwhelmingly endorse the Center concept...to an even greater extent than those respondents with children of an age to use the Center now. (Note that the response pattern for respondents with pre-school-age children, while leaning towards the positive side, is also close to the pattern expected had responses been based on a coin flip.)

Perhaps of more significance is the fact that although the "Need Day-Care Services in the Next 5 Years" group endorsed the Center concept overwhelmingly, yet only about 1 in 4 of those in favor of the Center indicated a willingness to put forth effort in the development and operation of the Center. For respondents with pre-school age children, the ratio was slightly better. Of all endorsing the Center, about 1 in 3 would put in time and effort to support it. In other words, whether a given subgroup appears enthusiastic or apathetic, the ratio of willing workers to 'endorsers' does not paint a sanguine picture.

ANTICIPATED USE OF CENTER

Perhaps the crux of the Survey lies in careful study of the responses of the 114 parents in the sample (who have 135 pre-school age children at present) to Item #11 i.e., "If a...Center...opened...would you... (enroll) your children?" (Seven of the 114 parents declined to answer this Item, eliminating a total of 12 children from consideration.) The response patterns are given in Table 3 following.

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Survey (AIUO)

TABLE 3 PLANNED USE OF DAY-CARE CENTER

	<u>PLAN TO USE CENTER</u>	<u>DO NOT PLAN TO USE CENTER</u>
Number of Parents	40 (37%)	67 (63%)
Number of Children Involved	44 (36%)	79 (64%)

The foregoing data raise questions as to possible reasons respondents might have for opting not to use the Center. An analysis of responses to Item #11 (Planned Use of Center) projected against responses to Item #9 (Present or Possible Future Cover Status) did not support the notion that Cover Status directly influenced options for use of the Center. Likewise, an analysis of responses to Item #11 (Planned Use of Center) projected against responses to Item #2 (Work Location) failed to support the concept that Work Location directly influenced options for use of the Center. It is noteworthy, however, that Family Size appears to influence planned use of the Center. In other words, in families with only one child (and of pre-school age), approximately 50% of the parents indicate plans to use the Center. In families of 2 or more children (with at least 1 of pre-school age), approximately only 23% indicate plans to use the Center. These findings suggest that larger families may well be more likely to depend upon their own resources in caring for pre-school age children.

Given the straightforward "YES/NO" character of Item #11 (Planned Use of Center), it is appropriate to contrast the responses on Item #11 (of all parents with at least one pre-school age child) with the responses given by the same respondents to Item #10 (Degree of Satisfaction with Present Day-Care Arrangements and Likelihood of Imminent Change). The results of this contrast are presented in Table 4 following.

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TABLE 4 EVALUATION OF CURRENT DAY-CARE ARRANGEMENTS AND PLANNED USE OF AGENCY DAY-CARE CENTER

<u>PLANNED AGENCY CENTER USE</u>	<u>PRESENT CHILD CARE ARRANGEMENT</u>			
	<u>SATISFACTORY NO CHANGE</u>	<u>SATISFACTORY CONSIDER CHANGE</u>	<u>BARELY ADE- QUATE PROB- ABLY CHANGE</u>	<u>UNSATIS- FACTORY WILL CHANGE</u>
Interested in Using Center	8%	73%	14%	5%
Not Interested in Using Center	73%	25%	2%	0%

The data of Table 4 suggest that of those who have expressed an interest in using an Agency Day-Care Center, only about 20% currently express dissatisfaction with current day-care arrangements coupled with indications of need for a change in these arrangements. In other words, of the small number of Agency prents with children of an age to benefit from an Agency Day-Care Center, approximately 80% find their current arrangements satisfactory and express either a very dubious "Would Consider a Change" or reject the notion of change entirely. It is likely that the 73% who state they would "consider a change" may well evaluate the Agency Day-Care Center (if such is established) to determine if there may be gains to them over present arrangements in terms of either scope of services offered or fees charged or both.

MONETARY CONSIDERATIONS

For practical reasons, analysis of data regarding acceptable Fee levels and Annual Income is restricted to those parents who indicated an interest in using an Agency Day-Care Center (a positive response to Item #11). These data are presented in Table 5 following. (Note that of the 44 parents who indicated a positive interest in an Agency Day-Care Center, 3 omitted a response to either Fee or Annual Income or both.)

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TABLE 5 FAMILY ANNUAL TAXABLE INCOME*

<u>Fee per Child/ per Week</u>	<u>Less Than \$8</u>	<u>\$8-\$11.9</u>	<u>\$12-\$15.9</u>	<u>\$16-\$21.9</u>	<u>\$22-\$29.9</u>	<u>Over \$30</u>
Under \$10	0	1	0	0	0	0
\$10-\$20	1	0	1	2	2	1
\$21-\$30	0	0	3	3	5	4
\$31-\$40	0	0	1	3	6	3
\$41-\$50	0	0	1	0	0	4

(*Family Annual Taxable Income expressed in thousands of dollars.)

Thus, for these parents of pre-school age children who who have stated an interest in enrolling children in an Agency Day-Care Center, the average (median) family annual taxable income is slightly over \$22,000 per year and the average (median) acceptable Fee (per child per week) endorsed by these same parents is approximately \$29. (AIUO)

C. IMPLICATIONS

Extrapolating from the present Survey Sample to the Headquarters Work Area Population at-large (using the proportion of parents interested in an Agency Center who also indicate a need for change in present day-care arrangements) suggests a potential 'user' group of approximately 130 parents. Considering declining birthrates, the most likely number of children who might currently be involved in such a Center is approximately 140 to 150. Again, considering birthrates, this estimated number of pre-school age children is likely to decline. Of importance is the fact that the average Fee (per child/per week) in the present sample (\$29) is considerably below the estimated operating costs of \$50 (per child/per week)...a figure supplied by outside experts.

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APPENDIX A

DAY CARE CENTER

EMPLOYEE SURVEY

The Director has held a series of meetings with employee groups and encouraged the presentation of suggestions and ideas. A group of secretarial-clerical employees recommended that the Agency consider the feasibility of establishing a day care center for the children of our employees. The CIA Federal Women's Program Board also discussed this subject with him. The Director agreed to explore this matter and a CIA Day Care Committee was formed to conduct the study.

The Committee found that several Federal agencies have day care centers operating in their buildings. Many of these centers were started as research or demonstration projects. In the beginning full funding was provided by the Government to show how a center could operate and to encourage the development of day care center programs by private employers and state governments. These Federal centers have now been turned over to parent groups who charge fees of from \$25 to \$40 per week to meet staff and operating costs. They receive rent-free space.

Last December, the Office of Management and Budget (OMB) issued a draft circular on the assignment of Federally-controlled space which contained a provision requiring the Government to charge day care centers for the full cost of space, utilities, renovation and equipment. The existing centers will face considerable financial difficulty if this provision is adopted because of the high rental cost of the space. Opposition to this proposal developed and a final decision has been deferred until the subject can be thoroughly reviewed.

Although the final OMB decision will have considerable impact on the possibility of establishing a day care center, the CIA Day Care Committee reported to the Director that a CIA center is feasible provided there is a demonstrated need, strong employee interest and commitment. An employee survey is necessary to determine whether this is the case and to develop information about the number of potential enrollees, the willingness of individuals to participate as volunteers in organizing and directing such an activity, and the ability of employees to financially support a center. The survey is intended to develop such information and will form the primary basis for recommendations to the Director regarding possible future action on a CIA Day Care Center.

EMPLOYEE SURVEY

You have been selected on a random basis to participate in an employee survey. Attached is background information regarding this program. While the topic may not be of personal interest to you, your participation is essential to the success of the survey. Please complete this form, fold, staple and return to Chief, Benefits and Services Division, Office of Personnel, Room 5 E 56, Headquarters, no later than 20 October 1978.

1. In order to determine some of the characteristics of survey participants, please indicate your:

Age: 25 or below 10% 26-34 29% 35-44 29% 45 or above 32%
(N=677) (Median Age=38.36 years)
Marital Status: Married 76% Single 19% Divorced 5%
(N=655)

2. In what location do you work?

Headquarters 58% Rosslyn 12% Other (specify) 30%
(N=676)

3. Do you believe that the establishment of a CIA Day Care Center is necessary in order to meet such requirements as the retention of employees, improved work attendance, EEO responsibilities, enhanced morale and recruitment?

Yes 46% No 54%
(N=664)

4. Would you be willing to participate in the development of specific proposals and program recommendations for a CIA Day Care Center?
(If your answer is yes, please call Chief, BSD,)

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Yes 10% No 90%
(N=670)

Serve as a Board member? Yes 11% No 89%
(N=638)

Serve on a committee? Yes 12% No 88%
(N=640)

5. Within the next five years, do you expect to require the services of a child care center for pre-school age children?

Yes 16% No 84%
(N=673)

6. Do you have dependent children living with you?

Yes 46% No 54%
(N=673)

If your answer to question 6 is 'no', you may stop here.

7. Number of children living with you: (Percentages refer to total number of children within age range specified.)
Under 3 years 17.6% 3-5 years 15% 6-13 years 67.4%
(Total number of children = 415)

8. Have you had problems in obtaining suitable day care for your children?

Yes 21% No 79%

(N=277)

9. Are you in a cover status now, or is it likely that you will be under cover in the future?

Yes 21% No 79%

(N=281)

If a CIA Day Care Center is established, it is likely that the initial program will be for children ages 3-5. Infant care, after school programs for older children and summer programs for older children require considerable additional expenditures and can normally be undertaken only by a center that is in successful operation. The remaining questions apply only to those with children under 6 years of age.

10. Would you describe your present child care arrangement as:

Satisfactory - would not change 58%

Satisfactory - would consider change 36%

Barely adequate - will probably change 4%

Unsatisfactory - need to change 1%

(N=137)

11. If a day care center - open weekdays from 7:30 a.m. to 6 p.m. - was opened near the Headquarters Building within the next two years, would you be interested in enrolling your child or children?

Yes 30% No 70%

(N=142)

12. What is the approximate total annual taxable income of your family?

Less than \$8,000 1%

\$16,000 - \$21,999 19%

\$8,000 - \$11,999 2%

\$22,000 - \$29,999 34%

\$12,000 - \$15,999 6%

\$30,000 - over 38%

(N=146)

(Median Income=\$27,759.50 per annum)

13. Recognizing that fees would be maintained at the lowest level possible that is consistent with operating costs, what is the maximum weekly tuition you would be willing and able to pay per child for a quality child care program operated weekdays from 7:30 a.m. to 6 p.m.?

Under \$10 2%

\$31 - \$40 35%

\$10 - \$20 16%

\$41 - \$50 12%

\$21 - \$30 36%

(N=118)

(Median Fee=\$29.55 per week)

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

CIA DAY CARE CENTER

FROM:

JIM

EXTENSION

NO.

DATE

22 JULY 81

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. LARRY

M

FYI

2.

3. PAUL

JIM

IMOGÈNE,
PLEASE
SET UP A FILE.

4.

5. GERRY

J

6.

7. IMOGÈNE

8.

9.

10.

11.

12.

13.

14.

15.